

Regular Meeting

January 30, 2006  
12:30 p.m.

A regular meeting of the Municipal Civil Service Commission convened on Monday, January 30, 2006, at 12:42 p.m. with Priscilla Tyson and Grady Pettigrew in attendance.

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*RE: Review and approval of the minutes from the December 19, 2005, regular meeting.*

A motion to approve the minutes was made, seconded, and passed unanimously.

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*RE: Review and approval of the minutes from the January 9, 2006, special meeting.*

A motion to approve the minutes was made, seconded, and passed unanimously.

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*RE: Review of the results of the pre-hearing conference for the following appeal: Larry Marshall vs. Columbus Public Schools, Appeal No. 05-BA-0013. Student Activities Athletic Coordinator – Discharge – hearing scheduled for April 10, 2006.*

PRESENT: Theresa Lynn Carter, Deputy Executive Director

Larry Marshall – Mr. Marshall was discharged from the position of Student Activities Athletic Coordinator for allegedly allowing ineligible students to participate in sports programs. The appellant's attorney, William O'Malley, intends to call five witnesses and Loren Braverman, attorney for CPS, intends to call eight witnesses, two of which are also being called by Mr. O'Malley. Mr. Braverman has a conflict with the April 10, 2006, trial board and requested it be rescheduled. Both parties indicate the trial board should take one full day.

Pursuant to CSC Rule XIV, Mr. O'Malley requested discovery in the form of deposing Mr. Rotunda, appellant's supervisor, being permitted to send out three or four interrogatories, and access to various CPS documents. Mr. Braverman asked that the Commissioners provide guidance on this request since he contended it was onerous and burdensome. Ms. Carter asked both attorneys to appear before the Commissioners for a discussion on this discovery request. The Commissioners heard comments from both attorneys and went off the record for a decision.

Commission President Tyson came back on the record and advised that discovery is permissible under Rule XIV. She further stated that the Commission is recommending CPS cooperate with the appellant's requests so that the trial board can move forward in a timely manner. She also advised that the Commission is encouraging the appellant to ensure all his discovery requests are reasonable.

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*RE: Request of the Civil Service Commission staff to revise Rule VIII(A)(2) as it pertains to the calculation of seniority points for uniformed ranks.*

PRESENT: Barbara McGrath, Executive Director

Barbara McGrath presented this request to amend Rule VIII as it pertains to the calculation of seniority points for the uniformed ranks. This rule change will make the seniority calculation for promotions consistent with seniority as it is recognized for all other purposes in the uniformed ranks.

The Divisions of Police and Fire each maintain an Official Seniority Roster which is used on a daily basis in the respective divisions for scheduling vacations, and other purposes. These rosters are maintained consistent with the respective union bargaining agreements. Currently, when the Commission staff calculates seniority points, the time included may, on occasion, be different from what appears in these rosters. This can create confusion on the part of the effected employees. Additionally, these differences have been the result of systemic problems rather than any rationale basis for maintaining two different seniority values.

The staff has contacted the Safety Director's Office, the Fraternal Order of Police and The International Association of Fire Fighters, regarding this change. The FOP and the City have entered into an MOU to adopt this change. The Fire contract as it stands is consistent with the change envisioned by this Rule. In addition to providing one consistent seniority determination, this change will simplify the process for Commission staff and reduce the time required to calculate seniority points.

Based upon the foregoing, the staff requested Rule VIII be amended to read as follows:

RULE VIII(A)(2)

ELIGIBLE LISTS

A. Creation by Competitive Examination

2. Promotional Examinations.

- a. Except as otherwise provided by the Commission, seniority points shall be added to the passing scores as provided in Rule VII.
- b. On promotional exams in the nonuniformed ranks, an applicant may earn up to ten seniority points for continuous service which accrued as of the last date of the test filing period in any eligible class. One-half point shall be awarded for each six months of such full-time service. One half-point shall be awarded for each twelve months of such part-time service.
- c. In the uniformed ranks, seniority points shall be given for all half years of accredited service which have been accrued as of the test date. Accredited service shall mean all time elapsed from the date of appointment to a position in the lowest ranking uniformed classification in the appropriate division as reflected in the division's Official Seniority Roster in effect at the close of the filing period.
- d. On promotional examinations for Police Sergeant and Fire Lieutenant, an applicant may earn up to ten seniority points. Points shall be computed as follows:
  - (1) One point shall be awarded for each of the first four years of accredited service in the division.
  - (2) Six-tenths of a point shall be awarded for each of the next ten years of accredited service in the division.
- e. On promotional examinations for ranks above Police Sergeant and Fire Lieutenant, (d) above shall apply, and in addition, an applicant shall be awarded one point for each of the first five years of accredited service in the class or classes which makes the applicant eligible for the examination.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Review of the Findings and Recommendation of the Trial Board hearing held on January 5, 2006: Gina Willis vs. Columbus Public Schools, Appeal No. 05-BA-0007.*

The Commissioners adopted the recommendation of the trial board to modify Ms. Willis' termination to a thirty-day suspension, and recommends strongly that for the period following the suspension, through the first date of reinstatement to her position, Ms. Willis be placed in non-disciplinary leave without pay status.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Review of the Findings and Recommendation of the Trial Board hearing held on January 9, 2006: Craig Curtis vs. Columbus Public Schools, Appeal No. 05-BA-0019*

The Commissions adopted the recommendation of the trial board to affirm the action of the Columbus Public Schools in discharging Mr. Curtis from the position of Head Custodian II.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Columbus Public Schools Classification Actions.*

No Columbus Public Schools classification actions were submitted this month.

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*RE: Request of the Civil Service Commission staff to revise the specification for the classification Police Chief (Class Code 3061).*

PRESENT: Sheri White, Personnel Analyst II

Sheri White presented this request as a result of the Commission's effort to review all classifications every five years. Police Chief has not been reviewed since March of 2001. Police Chief is a single position classification which is part of the executive job family and is located in the Division of Police, Department of Public Safety.

No revisions to the definition were recommended. It was recommended that the statement "Reviews division disaster plan annually" be deleted from the examples of work section of the specification. The Police Chief reviews multiple documents affecting Division personnel and their activities so it is not necessary to specifically list the disaster plan. Based on a previous agreement, possession of a bachelor's degree would be required beginning in 2006; it was therefore recommended that this education requirement be added to the minimum qualifications. No revisions to the knowledge, skills, and abilities, examination type or probationary period were recommended.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to revise the specification for the classification Electronic System Technician (Class Code 3668).*

This item was deferred.

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*RE: Request of the Civil Service Commission staff to revise the specification for the classification Electronic System Technician Supervisor (Class Code 3669).*

PRESENT: Richard Cherry, Personnel Analyst II

Richard Cherry presented this request as part of the Civil Service Commission's effort to review all classifications every five years. Electronic System Technician Supervisor was last reviewed in August of 2000. There are currently four employees serving in this classification in the Sewerage and Drainage and Water Divisions.

It was recommended that the definition for Electronic System Technician Supervisor be revised to reflect that this classification works under direction and supervises Electronic System Technicians. Three examples of work were added and two were deleted. These revisions replace some of the more generic examples with examples of duties more specific to the different divisions in order to give the reader a glimpse of how the classification varies from division to division. It was recommended that the minimum qualifications for Electronic System Technician Supervisor be revised to delete the education for experience requirement and consist of four years of experience as an Electronic System Technician with the City of Columbus or comparable experience and possession of a valid driver's license. No revisions to the knowledge, skills, and abilities, examination type, or probationary period were recommended.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to revise the specification for the classification Electronic System Specialist (Class Code 3670)*

PRESENT: Richard Cherry, Personnel Analyst II

Richard Cherry presented this request as part of the Civil Service Commission's effort to review all classifications every five years. Electronic System Specialist was last reviewed in September of 2000. There are currently ten employees serving in this classification, located in the divisions of Transportation, Telecommunications, Sewerage and Drainage, and Water.

It was recommended that the definition for Electronic System Specialist be revised to reflect that this classification works under direction and is responsible for serving as a subject matter specialist. Three examples of work were added and five were deleted. These revisions were to replace some of the more generic examples with duties more specific to the different divisions in order to give the reader a glimpse of how the classification varies from division to division. It was recommended that the minimum qualifications for Electronic System Specialist be revised to delete the education for experience requirement and consist of four years of experience as an Electronic System Technician with the City of Columbus or comparable experience and possession of a valid driver's license. No revisions to the knowledge, skills, and abilities, examination type, or probationary period were recommended.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to revise the specification for the classification Electronic System Coordinator (Class Code 3671).*

PRESENT: Richard Cherry, Personnel Analyst II

Richard Cherry presented this request as part of the Civil Service Commission's effort to review all classifications every five years. Electronic System Coordinator was last reviewed in August of 2000. There are currently four employees serving in this

classification, located in the Transportation, Telecommunications, Sewerage and Drainage, and Water Divisions.

No revisions to the definition were recommended. The only revisions to the examples of work are the addition of one example and the deletion of another in order to replace a duty that is common and expected of any classification of a more critical nature.

It was recommended that the minimum qualifications for Electronic System Coordinator be revised to delete the education for experience requirement and consist of six years experience with increasing levels of responsibility in the development, analysis, and implementation of electronic communication or control systems, two years of which were in a supervisory, consulting, or coordinating capacity, and possession of a valid driver's license. No revisions to the knowledge, skills, and abilities, the examination type, or probationary period were recommended.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to create the specification for the classification Communication Systems Technician, assign a 365-day probationary period, designate the examination type as competitive, and amend Rule XI accordingly.*

Richard Cherry presented this request as a result of discussions at the CMAGE/CWA Pay Plan Appeals Committee meetings. This request is an effort by the Public Safety Department to form a series of classifications that would deal with enhanced and complex electronic communications systems. The creation of a Communication Systems Technician classification would produce an entry-level position for individuals who are looking for a career path in electronics—specifically communications technology. With the approval of this creation, the classification would be utilized in the Support Services Division.

It was recommended that the definition read, "Under general supervision, is responsible for installing, repairing and maintaining enhanced electronic communications equipment; performs related duties as required." The examples of work section was developed to reflect duties associated with entry-level positions. A guidelines for class use was recommended to signify that this classification is designated for use only in the Department of Public Safety. It was recommended that the minimum qualifications be develop to require two years of experience troubleshooting, installing and repairing electronic equipment and possession of a valid driver's license. Since this is an entry-level classification, classroom training in electronics or a closely related field may be substituted for the two years of experience on a year-for-year basis. The knowledge, skills, and abilities section was devised to include desirable attributes that increase the chance of success on the job while preparing to advance onto the next level. It was recommended that this classification have a 365-day probationary period and that the examination type be designated competitive.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to create the specification for the classification Communication Systems Specialist, assign a 365-day probationary period, designate the examination type as noncompetitive, and amend Rule XI accordingly.*

PRESENT: Richard Cherry, Personnel Analyst II

Richard Cherry presented this request as a result of discussions at the CMAGE/CWA Pay Plan Appeals Committee meetings. This request is an effort by the Public Safety Department to form a series of classifications that would deal with the enhanced and complex electronic communications systems. The creation of a Communication Systems Specialist classification would produce advanced-level positions for individuals who are

looking to move up from technician positions and who want a career path in electronics—specifically communications technology

It was recommended that the definition for Communication Systems Specialist read, “Under direction, is responsible for serving as a subject matter specialist for the installation, repair and maintenance of complex electronic communications equipment; performs related duties as required.” The examples of work section was developed to reflect duties associated with advanced-level positions. Because the title does not give the reader a clear illustration of the department or division that would utilize this classification, it was recommended that a guidelines for class use be included to indicate that this classification is designated for use only in the Department of Public Safety. It was recommended that the minimum qualifications require three years of experience as a Communication Systems Technician with the City of Columbus or comparable experience and possession of a valid driver’s license. In addition, a statement will be added to the minimum qualifications stating that some positions may require specialized certification such as FCC License, NEC PBX Certification, Positron, E911 Certification, Motorola 800 MHz or other certification. The knowledge, skills, and abilities section was devised to consist of those desirable attributes that increase the chance of success on the job. It was recommended that the probationary period is designated 365 days and that the examination type is designated as noncompetitive.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to create the specification for the classification Communication Systems Manager, assign a 365-day probationary period, designate the examination type as noncompetitive, and amend Rule XI accordingly.*

PRESENT: Richard Cherry, Personnel Analyst II

Richard Cherry presented this request as a result of discussions at the CMAGE/CWA Pay Plan Appeals Committee meetings. This request was an effort by the Public Safety Department to form a series of classifications that would deal with the enhanced and complex electronic communications systems. The creation of a Communication Systems Manager classification would produce managerial positions for individuals who are looking to manage a section of employees working in a specialized area of electronics—specifically communications technology.

It was recommended that the definition read, “Under general direction, is responsible for managing a specialized section of enhanced communication systems technology; performs related duties as required.” The examples of work section was developed to reflect duties associated with managerial positions, such as policy formulation, performance monitoring, or programs and work plans development. Because the title does not give the reader a clear illustration of the department or division that would utilize this classification, it was recommended that a guidelines for class use be included to communicate that this classification is designated for use in the Department of Public Safety only. The guidelines also state that this classification will be limited to one position per technical group. It was recommended that the minimum qualifications be devised to require five years experience as a Communication Systems Specialist with the City of Columbus or comparable experience and possession of a valid driver’s license. The knowledge, skills, and abilities section was devised to consist of those desirable attributes that increase the chance of success as a manager. It was further recommended that the probationary period be designated 365 days and that the examination type be designated noncompetitive.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to revise the specification for the classification Communication Systems Coordinator (Class Code 3673).*

PRESENT: Richard Cherry, Personnel Analyst II

Richard Cherry presented this request as a result of an effort to review all classifications every five years. Communication Systems Coordinator has not been reviewed since its creation in October of 2000. There is currently one employee serving in this classification in the Department of Public Safety, Support Services Division.

No revisions to the definition were recommended. Revisions to the examples of work section were recommended to reflect changes that have taken place with this classification. One duty, "manages the strategic interoperability and emergency preparedness initiatives for the City", was added. This has come to the forefront since the increased threat of terrorism and the need for coordination of the emergency communication systems. The guidelines for class section was revised to indicate this is a single-position classification to be used only in the Department of Public Safety. It was recommended that the minimum qualifications be revised to require seven years experience with increasing levels of responsibility in the development, analysis and implementation of electronic communication or control systems, two years of which were in a supervisory, consulting, or coordinating capacity, and possession of a valid driver's license, with no substitution. These proposed revisions would ensure that candidates for this position have the years of the technical and supervisory experience necessary to be successful. Minor revisions to the knowledge, skills, and abilities section was recommended to adjust the levels of a few knowledge statements to ensure they are consistent with those of other classifications within the series. It was also recommended to eliminate the, "ability to work in confined spaces and/or utilize personal protective equipment during the performance of duties may be required for some positions." These functions are not performed and, therefore, the ability is not needed for this classification. No revisions to the examination type or probationary period were recommended.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to create the specification for the classification Regulatory Compliance Advisor, assign a 365-day probationary period, designate the examination type as noncompetitive, and amend Rule XI accordingly.*

PRESENT: Richard Cherry, Personnel Analyst II

Richard Cherry presented this request from the Department of Public Utilities to create a classification, Regulatory Compliance Advisor, which would advise the Department about issues dealing with its compliance to state and federal environmental laws and regulations for all utilities. The proposed classification would report to the Assistant Director and the Department anticipates there being between six and eight positions serving in this classification once fully staffed.

It was recommended that the definition read, "Under general direction, is responsible for advising and providing consultation to staff members regarding all matters and issues of environmental and regulatory compliance for utility operations; performs related duties as required." The examples of work section was developed to reflect duties associated with consulting positions and most deal with proactive measures to ensure the Department is prepared for regulation changes and always in compliance. A guidelines for class use was recommended to indicate this classification is designated specifically for the Department of Public Utilities to be utilized in the Director's Office. It was recommended that the minimum qualifications require possession of a bachelor's degree and five years of experience regulating or ensuring regulatory compliance in an industry that is subject to significant environmental regulations. It was also recommended that substitutions be added that would allow a master's degree in a relevant field to substitute for one year of

the required experience, and a doctoral or law degree in a relevant field to substitute for two years of the required experience. The knowledge, skills, and abilities section was developed to include traits that the Department finds to be desirable in advisor prospects. In order to give the Department enough time to adequately assess individuals' performance, it was recommended that the probationary period be established at 365 days. It was recommended that the examination type be designated as noncompetitive.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to revise the specification for the classification Facilities Projects Manager (Class Code 3498).*

PRESENT: Tammy Rollins, Personnel Administrative Officer

Tammy Rollins presented this request as part of the Commission's objective to review all classifications at least every five years to ensure accuracy. Facilities Projects Manager was last revised October of 2000 and is assigned to the Administrative job family, General Administrative group. There are currently two employees serving in this classification, one in the Division of Sewerage and Drainage and one in the Division of Water.

The definition statement was revised to better describe the scope of responsibility and intended purpose of this classification. Revisions to the examples of work section were recommended to better illustrate the duties typically performed by incumbents in this classification. It was recommended that the substitution that permitted additional experience to substitute for possession of a bachelor's degree in architecture, engineering, or related area be deleted. It was further recommended that managerial or supervisory experience in the renovation of buildings be added to qualify individuals for appointment to this classification. No revisions to the knowledge, skills, and abilities, probationary period, or the examination type were recommended.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Request of the Civil Service Commission staff to create the classification for the specification Fleet Administrative Specialist, designate the examination type as competitive, assign a 365 day probationary period, and amend Rule XI accordingly.*

*Personnel Action Request*

*Request of the Civil Service Commission staff to reallocate one position in the Fleet Coordinator classification (Class Code 3454) to the proposed Fleet Administrative Specialist classification and allow the employee to retain her classification seniority and status.*

PRESENT: Tammy Rollins, Personnel Administrative Officer

Tammy Rollins presented this request. When the Fleet Coordinator classification was revised in August of 2005, there were three positions classified as Fleet Coordinator; two positions in Public Utilities and one position in the Police Division. The revisions recommended in August of 2005 reflected information received from the two positions in Public Utilities. When the Fleet Coordinator in the Police Division was asked again to complete the questionnaire, it was determined that the work performed in Police was indeed very different than the two positions in Public Utilities and that it was a near perfect fit to the Fleet Coordinator classification prior to its revision in August 2005. It was therefore requested that the previous Fleet Coordinator classification be re-created as it existed prior to the August 2005 revision and retitled Fleet Administrative Specialist including a probationary period of 365 days and an examination type designated competitive.



It was further requested that the position incumbent in the Police Division be reallocated to the proposed classification, Fleet Administrative Specialist, and that her classification seniority and status transfer with her into the new class upon reallocation.

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Personnel Action Request  
Request of the Civil Service Commission staff to reallocate designated positions currently classified as Public Relations Specialist I (Class Code 3104), to the Public Relations Specialist II classification (Class Code 3105) and to allow the affected employees to retain their current classification status and seniority.*

PRESENT: Tammy Rollins, Personnel Administrative Officer

Tammy Rollins presented this request to reallocate six positions to the classification Public Relations Specialist II (Class Code 3105). The Public Relations class series was revised by Commission action in September of 2005 to best represent the levels of public relations work performed in the City and to establish a class series providing maximum benefit to the departments and employees. Following approval of the classification actions, a citywide audit was initiated to review the work performed by each position to determine if it was classified appropriately within the newly defined series. As a result of this audit, it was determined that six positions were performing work that would be better classified as Public Relations Specialist II. It was further requested that these individuals retain their classification seniority and status when reallocated to the new classification. While the classification title may be changing, the work assigned and performed by these employees will remain the same.

It is important to note that in September of 2005 when the class series was revised, major changes were approved to the specifications including the minimum qualifications section. The change to the qualifications now requires a bachelor's degree in a field closely related to Public Relations rather than a bachelor's degree in any field. This change was substantiated by survey of other jurisdictions with similar requirements and an understanding of the public relations field. The approved change is the direction that the City should be going with hiring future public relations staff. However, that being said, the individuals in the class do not all have the specialized bachelor's degree because it was not a requirement at the time. It was therefore requested that the minimum qualifications for these six individuals be reviewed based on what the minimum qualifications were at the time of their rank date, since this request is also recommending that these individuals have their seniority transfer with them. The six employees are identified below:

<u>Class</u>	<u>Class Title</u>	<u>Dept</u>	<u>Div</u>	<u>Position</u>	<u>Name</u>	<u>Rank</u>
3104	Public Relations Specialist I	30	4	2195	MCGUIRE, KELLY A	1999 08 25
3104	Public Relations Specialist I	44	1	112	LACLOCHE, LINDA L	2000 08 21
3104	Public Relations Specialist I	51	1	6791	BREWER, KATHY M.	1997 01 26
3104	Public Relations Specialist I	60	0	130	MOHR, LAURA Y	2000 05 28
3104	Public Relations Specialist I	60	0	160	TUCKER, MELISSA	2000 07 23
3104	Public Relations Specialist I	60	0	146	VOLLMUTH, TED C	1989 12 31

A motion to approve the request was made, seconded, and passed unanimously.

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*RE: Residency Hearing Reviews.*

No residency hearing reviews were submitted this month.

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*RE: Administrative/Jurisdictional Reviews.*

*Appeal No. 05-CA-0018 - Review of the appeal of Keith Abdoulaye regarding the rejection of his request to schedule an alternative examination date for the Income Tax Auditor I examination.*

The Commissioners reviewed the appeal Mr. Abdoulaye filed on December 13, 2005, based upon his claim that he was unable to take the Income Tax Auditor examination on November 16, 2005, because he had a court appearance on November 14, 2005. The Commission does allow alternate test dates to be scheduled when an applicant has a previously scheduled commitment or in an emergency situation; however, Commission staff researched the Franklin County Municipal Court website for the dates in question and was unable to find a case in which Mr. Abdoulaye was a party. Nevertheless, in order to provide Mr. Abdoulaye with an opportunity to take the Income Tax Auditor examination, his appeal was granted and he was advised to contact Commission staff to schedule a time and date to take the examination.

*Appeal No. 06-CA-0001 – Review of the appeal of Amy Gower regarding the rejection of her application for the 311 Representative I examination.*

The Commissioners reviewed the appeal Ms. Gower filed on January 3, 2006, concerning the rejection of her application for 311 Representative I. Ms. Gower maintained she met the sufficient one year of computer experience but failed to list any work experience which met the requirement on her application. In her appeal she referred to a laptop used in her current position but was unclear why she failed to list it on her application. Based upon these facts the Commissioners decided to deny her appeal and dismiss it without a hearing.

*Appeal No. 06-CA-0002 – Review of the appeal of Beverly Darrow regarding the denial of her request to retake the physical capabilities portion of the 2005 police officer entry level examination.*

The Commissioners reviewed the appeal Ms. Darrow filed on January 19, 2006, in which she alleged she could not hear the test monitors provide information to her during the 300-meter run portion of the fitness test for the police office entry level examination. Each monitor gave candidates oral instructions before each event. The instructions were typed and each monitor read the same instructions to each candidate. There is no indication that Ms. Darrow was given different instructions or that the monitor failed to provide her time during each lap. Therefore, the Commissioners decided to deny Ms. Darrow’s appeal and dismiss it without a hearing.

Applicants Removed Post-Exam		
Name of Applicant	Position applied for	BAR #
Paula R. Henson	Police Communications Technician	05-BR-108
Leroy Ludwig	Police Officer	05-BR-109
Lisa Harris	Police Officer	05-BR-110
Joseph Mertz	Police Officer	05-BR-111

After reviewing Paula R. Henson’s file, the Commissioners decided her name would not be reinstated to the police communications technician eligible list.

After reviewing the files of Leroy Ludwig, Lisa Harris, and Joseph Mertz, the Commissioners decided their names would not be reinstated to the police officer eligible list.

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The Commissioners adjourned their regular meeting at 1:50 p.m.

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<hr/> Priscilla R. Tyson, Commission President	<hr/> February 27, 2006 Date
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